

## PROFILE CARD

<b>DESIGNATION:</b>	Procurement and Contract Management Specialist
<b>NAME:</b>	Zafar Iqbal
<b>FATHER'S NAME:</b>	Bashir Ahmed
<b>DATE OF BIRTH:</b>	01-01-1986
<b>QUALIFICATION:</b>	MEM (Construction) 2012, BE (Civil) 2008
<b>INSTITUTE/UNIVERSITY</b>	NED University of Engineering & Technology Karachi
<b>DATE OF JOINING PROJECT:</b>	April 01, 2021
<b>SPECIALIZATION FIELD:</b>	Procurement and Contract Management, Project Management
<b>PAY PACKAGE:</b>	PKR 300,000/-
<b>PERMANENT ADDRESS:</b>	House No. C-42, Gulshan E Hadeed, Phase 2, Bin Qasim Town, Karachi No. 49
<b>PRESENT ADDRESS:</b>	As Above
<b>CONTACT NO.:</b>	+92 333 3586056
<b>E-MAIL ADDRESS:</b>	pcms.kmp.ylc@gmail.com



### IN COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

01	6 <sup>th</sup> SPPRA Virtual Capacity Building Workshop on SPP Act 2009 and SPP Rules 2010 (2021)
02	Workshop on How to Procure Branded Item organized by Institute of Tender Management (2016)
03	Workshop on Contracts & Claims at NED University Karachi (2015).
04	workshop on Project Management Framework Tools at NED University Karachi (2014)

### VISIT OUTSIDE THE COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

	N/A
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### SERVICE PROFILE (APPOINTMENTS IN THE ORDER OF RECENT TO PAST):

S. NO.	APPOINTMENTS HELD	PERIOD	
		FROM	TO
1.	Procurement and Contract Management Specialist – Sindh Mass Transit Authority Govt. of Sindh	April 01, 2021	Present
2.	Contracts Manager/Project Coordinator - AI Engineers Pakistan (Pvt.) Ltd.	December 28, 2020	March 31, 2021
3.	Contracts Engineer/Manager – Halcrow Pakistan (Pvt.) Ltd.	March 01, 2013	December 15, 2020
4.	Project Coordinator – AAA Partnership Pvt. Ltd.	June 2010	February 2013
5.	Project Engineer – Technocon Project Planners and Managers	January 2009	May 2010





NO: FD(SR-I)10(1193)/2021  
**GOVERNMENT OF SINDH**  
**FINANCE DEPARTMENT**

Karachi, dated the 7<sup>th</sup> December, 2021

To,

The Accountant General of Sindh,  
Karachi.

**Subject: PAYMENT OF ARREARS OF PAY AND ALLOWANCES.**

I am directed to refer to this Department's SOPs letter No.FD(E&A)9(58)/2017, dated 10<sup>th</sup> January, 2017, on the subject noted above and in pursuant to approval of Scrutiny Committee meeting held on 12<sup>th</sup> November, 2021, under the Chairmanship of Special Finance Secretary (SR/Admn), Finance Department, is hereby accords permission for the drawl of arrears of pay and allowances as per details given:-

Sr.	Name	Designation	Nature of Claim	Claim Period	Amount in Rs. (Gross)
1.	Syed Jalal Abbas Jafri <u>Per.No.10970772</u>	SHE-Q Specialist	Regular Salary	w.e.f. 03.05.2021 to 30.06.2021	Rs.483,870/-
2.	Mr. Zafar Iqbal <u>Per.No.10970566</u>	Contracts Management Specialist		w.e.f. 01.04.2021 to 30.06.2021	Rs.900,000/-
3.	Mr. Amir Hamza <u>Per.No.10970565</u>	Social Dev. Specialist		w.e.f. 01.04.2021 to 30.06.2021	Rs.1,050,000/-

2. The permission is subject to:

- Verification / Genuineness of the claim and of relevant documents.
- Re-calculation of the amount of arrears and payment to be made in two equal instalments, if amount is more than 0.5 million.
- Condition that genuineness of the appointment was verified from secretary concerned, before hiring / opening of IDs.
- Confirmation that incumbent has not availed above benefits against same period before.
- Deduction under applicable rules.
- Return the advice with recommendation (if any) in case any discrepancy / omission is found or rectification / addition / substitution is required.
- In case of any discrepancy / violation of the Policy / Rules, DDO / DAO concerned will be held responsible.

3. The expenditure involved will be met out within the budget grant under relevant head of account during the current financial year 2021-22.

(GHULAM ASGHAR SUHAG)  
SECTION OFFICER (SR-I)

Karachi, the dated 7<sup>th</sup> December, 2021

NO: FD(SR-I)10(1193)/2021

*A copy is forwarded for information to:-*

- The Secretary, Transport & Mass Transit Department, Govt. of Sindh, Karachi.
- P.S to SFS(Admn/SR), Finance Department.
- The DDO / Director Administration & HR, Sindh Mass Transit Authority, Karachi.
- The Officers concerned.
- Master File.

17.12.2021  
15/12

ALL CONCERNED  
15/12

SECTION OFFICER (SR-I)





No. SMTA/KMP/2021/L-309  
GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 27<sup>th</sup> August 27, 2021

To,

The Section Officer (SR-I),  
Finance Department,  
Government of Sindh  
Karachi

**SUBJECT: PERMISSION FOR SALARY ARREARS OF SPECIALISTS OF KARACHI  
MOBILITY PROJECT – YELLOW LINE BRTS, SINDH MASS TRANSIT  
AUTHORITY**

Please refer to the subject matter. Below are the details of the arrears of salaries requested by the specialists for the periods and amounts mentioned against each specialist.

S.No.	Name	Period	Amount
1.	Huma Ashar, Gender Specialist CNIC 42201-1569140-4	10-Mar-2021 to 30-Apr-2021	Rs. 427,419/-
2.	Syed Jalal Abbas Jafri, SHE-Q Specialist CNIC:42101-6541114-1 Personnel Number 10970772	3-May-2021 to 30 – Jun 2021	Rs. 483,870/-
3.	Zafar Iqbal, Procurement and Contracts Management Specialist, CNIC 42501-6687396-9 Personal Number 10970566	1-Apr-2021 to 30- Jun-2021	Rs. 900,000/-
4	Amir Hamza, Social Development Specialist CNIC 35301-1938931-3 Personnel No 10970565	1-Apr-2021 to 30 June 2021	Rs. 1,050,000/-

Request along with duly signed bills are attached

(SYED YAZEM ALI SHAH)  
DIRECTOR ADMINISTRATION & HR /DDO

A copy is forwarded for information to:

1. Managing Director, Sindh Mass Transit Authority, TMTD, GoS.
2. Project Director, BRTS Yellow Line, TMTD, GoS
3. Director (Finance & Accounts), SMTA, GoS
4. PS to the Secretary, Transport & Mass Transit Department, GoS.
5. Office File.







GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 30<sup>th</sup> August, 2021 L-311

To,

The Secretary,  
Finance Department,  
Government of Sindh  
Karachi

SUBJECT: PERMISSION REQUIRED FOR RELEASE OF SALARY ARREARS OF SPECIALIST WORKING IN KARACHI MOBILITY PROJECT – YELLOW LINE BRTs, SINDH MASS TRANSIT AUTHORITY (SMTA), COST CENTRE KQ 2307.

Please refer to the subject matter. The necessary permission is required from Finance Department GoS to disburse the previous year salary liability (2021-21). The details of concerned officer with arrears mentioned below:-

S.No.	Name	Period	Amount
1.	Syed Jalal Abbas Jafri, SHE-Q Specialist CNIC:42101-6541114-1 Personnel Number 10970772	3-May-2021 to 30 – Jun 2021	Rs. 483,870/-
2.	Zafar Iqbal, Procurement and Contracts Management Specialist, CNIC 42501-6687396-9 Personal Number 10970566	1-Apr-2021 to 30- Jun-2021	Rs. 900,000/-
3	Amir Hamza, Social Development Specialist CNIC 35301-1938931-3 Personnel No 10970565	1-Apr-2021 to 30 June 2021	Rs. 1,050,000/-

Copy of salary arrears bills is attached for ready reference.

Therefore it is requested, kindly grant permission for disburse of salary arrears from AG Sindh Office

(SYED YAZIM ALI SHAH)  
DIRECTOR ADMINISTRATION & HR /DDO  
SINDH MASS TRANSIT AUTHORITY

A copy is forwarded for information to:

1. Managing Director, Sindh Mass Transit Authority, TMTD, GoS.
2. Project Director, BRTS Yellow Line, TMTD, GoS
3. Director (Finance & Accounts), SMTA, GoS
4. PS to the Secretary, Transport & Mass Transit Department, GoS.
5. Office File.







IMMUNIZATION CERTIFICATE FOR COVID-19



Name Zafar Iqbal  
Date of Birth 01-01-1986 CNIC No. 42501-6687396-9  
Nationality Pakistan Passport No. \_\_\_\_\_  
Vaccination Name CoronaVac-SinoVac Recommended Dosage 2  
Status Fully Vaccinated

has been administered following COVID-19 vaccine:

Vaccine or prophylaxis	Date	Name of Health Center	Vaccine manufacturer & batch No.
01.	06-06-2021	Social Security Kidney Center	Sinovac Lifesciences Co Ltd - Beijing Kexing Zhongwei Biotechnology 202105001P
02.	24-07-2021	Social Security Kidney Center	Sinovac Lifesciences Co Ltd - Beijing Kexing Zhongwei Biotechnology 202106076M



Issue Date: 29-07-2021

Certificate No. FF3562878



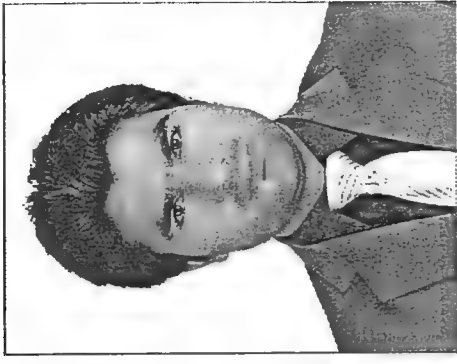
Scan for more details

*[Signature]*



## PROFILE CARD

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<b>NAME:</b>	Zafar Iqbal	
<b>FATHER'S NAME:</b>	Bashir Ahmed	
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<b>PAY PACKAGE:</b>	PKR 300,000/-	
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5.	Project Engineer – Technocon Project Planners and Managers	January 2009	May 2010





GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT  
DEPARTMENT

## NOTIFICATION

NO.KMP/SMTA/2021/L/187.-In pursuance of Offer Letter NO. PD/YLC/SMTA/2021/03/105 dated 8<sup>th</sup> March, 2021 **Mr. Zafar Iqbal S/O Bashir Ahmed** is hereby joined against the post of “**Procurement & Contract Management Specialist**” in Karachi Mobility Project, Sindh Mass Transit Authority on contract basis for the period of One (01) year (Extendable) w.e.f. 01-04-2021 till date 31-03-2022 with lump sum monthly remuneration amounting to Rs. 300,000/- (Three Hundred Thousand Rupees Only).

2. Terms and conditions will be followed

-IQTIDAR AHMED-  
MANAGING DIRECTOR

NO.KMP/SMTA/2021/L/187

Karachi Dated the 6<sup>th</sup> May, 2021

A copy is forwarded for information to:-

1. The Accountant General, Sindh, Karachi.
2. Managing Director, SMTA, TMTD, GoS, Karachi.
3. Project Director, KMP, Yellow Line BRTs, GoS, Karachi
4. PS to Secretary, Transport & Mass Transit Department, Government of Sindh.
5. Officer concerned.
6. Master File.



(SYED YAZIN ALI SHAH)  
DEPUTY DIRECTOR  
(ADMIN & HR)



Deputy Director,  
Administration and HR,  
Sindh Mass Transit Authority  
Transport and Mass Transit Department  
Government of Sindh,  
Karachi.

May 06, 2021

**SUBJECT: Opening of Salary Account – Sindh Bank**

Dear Sir,

I am in receipt of your letter reference number SMTA/BANK-ACC/2021/L-187, dated May 06, 2021 regarding opening of salary account in Sindh Bank.

This is to bring in your kind notice that the undersigned is maintaining an account in Faysal Bank DHA Phase IV Branch Karachi and would like to request you to please consider the same account for the transfer of salary. A cheque of the said account is hereby enclosed for further details.

Should you have any queries, please feel free to contact the undersigned.

Sincerely,



Zafar Iqbal  
Procurement and Contract Management Specialist  
Sindh Mass Transit Authority  
Karachi Mobility Project, Yellow Line BRTS,  
Contact No. 03333586056







FAYSAL BANK LIMITED  
D.H.A PHASE IV BRANCH, KARACHI

Cheque No CA 0075068466

Date

Pay \_\_\_\_\_ or bearer

Rupees \_\_\_\_\_

PKR

PK38FAYS0001750060003944  
ZAFAR IQBAL

Please do not write below this line.

Signature

⑈75068466⑈0600175⑈0001750060003944⑈000⑈





No. SMTA/ ML-KMP/2021/~~LC-187~~  
GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 6<sup>th</sup> May, 2021

To,

The Medical Superintendent,  
Services Hospital,  
Karachi.

**SUBJECT: OFFER OF APPOINTMENT AS "PROCUREMENT & CONTRACT  
MANAGEMENT SPECIALIST" ON CONTRACT BASIS IN KARACHI  
MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY, TRANSPORT &  
MASS TRANSIT DEPARTMENT, GOS**

I am directed to refer to the subject noted above and to state that **Mr. Zafar Iqbal S/O Bashir Ahmed** has been appointed as a "**Procurement & Contract Management Specialist**" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), vide Offer Letter No. PD/YLC/SMTA/2021/03/105 dated 8<sup>th</sup>, March 2021 on contract basis (copy enclosed).

2. It is, therefore, requested that he may be medically examined and issue medical fitness report.



**DEPUTY DIRECTOR  
ADMINISTRATION & HR**

A copy is forwarded for information:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line.
2. PS to the Managing Director, SMTA, Karachi
3. Master File.





No. SMTA/BANK-ACC/2021/187  
GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 6<sup>th</sup> May, 2021

To,

The Branch Manager,  
Sindh Bank,  
Kehkashan Branch, Clifton,  
Karachi.

**SUBJECT: OPENING - SALARY ACCOUNT**

This is to certify **Mr. Zafar Iqbal S/O Bashir Ahmed**, has been appointed as “**Procurement & Contract Management Specialist**” in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), Transport & Mass Transit Department (TMTD), Government of Sindh. It is requested to open his Bank Account for to transfer salary of the said employee.



  
DEPUTY DIRECTOR  
ADMINISTRATION & HR

A copy is forwarded for information and necessary action to:-

1. PD, KMP, Yellow Line BRTs, GoS, Karachi.
2. Director (F&A), SMTA, Karachi.
3. PS to the Managing Director, SMTA, Karachi.
4. Master File







No. SMTA/ML-KMP/2021/187  
GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 6<sup>th</sup> May, 2021

To,

The Medical Superintendent,  
Services Hospital,  
Karachi.

**SUBJECT: OFFER OF APPOINTMENT AS "PROCUREMENT & CONTRACT MANAGEMENT SPECIALIST" ON CONTRACT BASIS IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY, TRANSPORT & MASS TRANSIT DEPARTMENT, GOS**

I am directed to refer to the subject noted above and to state that Mr. Zafar Iqbal S/O Bashir Ahmed has been appointed as a "Procurement & Contract Management Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), vide Offer Letter No. PD/YLC/SMTA/2021/03/105 dated 8<sup>th</sup>, March 2021 on contract basis (copy enclosed).

2. It is, therefore, requested that he may be medically examined and issue medical fitness report.



**DEPUTY DIRECTOR  
ADMINISTRATION & HR**

A copy is forwarded for information:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line.
2. PS to the Managing Director, SMTA, Karachi
3. Master File.





GOVERNMENT OF SINDH  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT  
DEPARTMENT

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## NOTIFICATION

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2. Terms and conditions will be followed

-IQTIDAR AHMED-  
MANAGING DIRECTOR

NO.KMP/SMTA/2021/L-187

Karachi Dated the 6<sup>th</sup> May, 2021

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1. The Accountant General, Sindh, Karachi.
2. Managing Director, SMTA, TMTD, GoS, Karachi.
3. Project Director, KMP, Yellow Line BRTs, GoS, Karachi
4. PS to Secretary, Transport & Mass Transit Department, Government of Sindh.
5. Officer concerned.
6. Master File.



(SYED YAZIN ALI SHAH)  
DEPUTY DIRECTOR  
(ADMIN & HR)





STAMP OFFICE CITY COURT KARACHI.

Issued to M. N. - 09 Subar Abu  
 CNCA/REG No. 19  
 Date 10 MAR 2021  
 On behalf of Yellow Line BRTS  
 for the purpose of shared hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing/highlighting himself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.  
 Entry No. 19

(RUPEES FIVE THOUSAND ONLY)

Clause #VIII: The individual Specialist acknowledges that all information Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing/highlighting himself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.



10 MAR 2021

404794

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I AM IN WITNESS HEREOF, both parties agree to the terms of conditions and this agreement and by signing this it becomes a binding contract.

CNIC/LEG No. HE 19308 (R)  
Date of Issuance 17 01-10-2021  
City Karachi CNIC No. 333 Dt 10-08-21  
for the updated of 187  
Entry No. 19 Dt 10-08-21

SIGNED BY:

[Signature] 01-APRIL-2021

Full Name and CNIC NO: ZAFAR JABAL  
(CNIC # 42501-6687396-9)  
Contact: 0333 3586056  
Residential Address: HOUSE # C-42, GULSHAN-E-HADID PULSE 2  
BIN QASIM TOWN, KARACHI # 49.

SIGNED BY:

[Signature]

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Muhammad Yousuf Munir [Signature]  
DIRECTOR INFRASTRUCTURE PROJECTS, SMTA

WITNESS# 2: Signature with Name, Designation & CNIC No.

Shulam Munira (PMS) [Signature]  
Assistant Director (Business Development)





10 MAR 2021

A183918

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**SHAHABUDDIN STAMP VENDOR**

Lic # 146, Office # 30, 4th Floor, Court Chambers Building,  
Opposite City Courts,  
Karachi.

104085

11 FEB 2021

RUPEES ONE THOUSAND

ISSUED TO WITH ADDRESS: MUHAMMAD YAQOOB  
THROUGH WITH ADDRESS: Advocate L.No.1459

PURPOSE:.....

VALUE RS:..... ATTACHED

STAMP VENDOR'S SIGNATURE

(NOT FOR FREE WILL & DIVORCE PURPOSE) CONTRACT AGREEMENT

Vendor Not Responsible For Fake Documents

This contract agreement is being executed w.e.f 01-04-2021  
Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass  
Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance  
(hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Mr. Zafar Iqbal, hereinafter referred as the 'Individual Specialist 'Procurement and  
Contract Management Specialist (the PCMS), Karachi Mobility Project, Yellow Line BRTS (The  
Project) Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as  
per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered  
strictly during the term of the consultancy.

**TERMS OF REFERENCES:**

**Key Responsibilities:**

- The responsibilities of this assignment are to develop and maintain effective Procurement  
Management System for Yellow Line BRT Corridor. He shall lead the procurement and  
contract management activities with the responsibility for ensuring compliance with  
the World Bank Procurement Regulations.
- PCMS shall be responsible for providing commercial and contractual advice and  
coordination of technical matters for all the project contracts. The PCMS shall be  
responsible for overall coordination of the identified procurements, suggesting best  
strategy for the new activities based on six monthly review of the project progress, and  
update of the Project Procurement Strategy Document (PPSD). The PCMS would assist  
the Project Management Team (PMT), Yellow Corridor in developing the Procurement  
Documents (EOIs, RFBs, RFPs, etc.) for various contracts, and review the bidding  
documents provided by the consulting firms, and support the evaluations, award and  
contract implementation.
- A consulting firm shall be hired for detailed design and supervision of works contracts  
including providing procurement support (preparation of bidding documents) and shall  
also support SMTA during the bids/proposal evaluation process. The PCMS shall also

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**KEYTASKS:**

The PCMS shall lead the Procurement team of PMT at SMTA in setting up a procurement plan and systems for the Project. The PCMS shall provide "learning by doing" mode training particularly to procurement staff of SMTA. The PCMS shall also provide guidance to the PMT on all procurement and contract management related activities regarding the Project.

The PCMS shall be responsible for the project on the aspects but not limiting to the following which are directly related to procurement and contract management of Yellow Corridor BRT System:

- Work under the guidance of the Project Director (PD) in implementing all aspects of procurement under the Project.
- Design, establish and supervise the procurement management system.
- Strengthen the procurement and contract management performance of the SMTA in the preparation of the procurement documents and contracts regarding the Project.
- Update procurement plan every six months, for activities, estimated costs, and time line and procurement methods.
- Update the Procurement Plans as and when an action is completed through STEP (systematic tracking of exchanges in procurement) which is a web-based procurement planning and monitoring system.
- Prepare or review contracts, specifications, and solicitation documents as per the requirements raised regarding the Project.
- Review and update of PPSD as and when required.
- Take lead in preparing contract management plans of all the contracts regarding the Project.
- Advise the PD on various contractual matters.
- Oversee the contractual correspondences of the PMT.
- Guide the PMT so that actions are made in compliance with the relevant contract agreements, stipulations, documents and international standards, on timely manner.
- Ensure procurement and contract management processes are carried out in compliance with the Financing Agreement, Project Agreement and the applicable World Bank Procurement Regulations.
- Coordinate with PMT in preparing an overall project management plan and its constant update.
- Over see the contractual clauses in the various bidding documents, following the applicable Bank Regulations.
- Participate in bid/proposal opening and evaluation process.
- Advise PMT with reference to project and contract management in developing various documents.
- Take leading role in preparing procurement documents.
- Take leading role in processing the procurement steps (short listing, evaluation for various consultancy assignments, evaluation of bids/proposals etc.).
- Review and advice on the various procurement documents prepared by the consultants.
- Participate in pre-proposal conferences, pre-bid conferences, bid/proposal openings, evaluations, negotiations and contract award and recording/dissemination of minutes etc.
- To maximize efficiency of procurement cycle by providing strategic and expert advice and implement necessary controls ensuring transparency, cost effectiveness and





- Assist various audit/ex-post review outfits in performance of their tasks by ensuring that procurement documents are efficiently filed and provided with complete track of procurement cycle.
- Support the development of overall project management plan for the Yellow BRT Corridor.
- Develop contract management SOPs for the various works, goods and consultancy contracts regarding the Project.
- Develop contract management plan for each contract with roles and responsibilities, contract management sheets, risks and milestones etc.
- Raise red flags to the PD and the PMT whenever contractual delays are observed and suggest solutions accordingly.
- Review contractors' work plans and the resource (staff, labor, machinery/equipment, material etc.) deployment plans and comment on its work ability.
- Facilitate discussions between PMT, consultant/s and contractors with a view to achieve closure on divergent interpretation of contractual clauses.
- Act as a focal person on behalf of PMT for contract administration issues that may accrue liabilities for the Project.
- Monitor progress of contracts implementation to ensure that it abided by the stipulated standards, procedures and planned timetable.
- Support preparation of end of proceedings report for PMT after every claim. Such report(s) shall be drafted professionally and would facilitate any auditor other reviews.
- Any other relevant task assigned by the Project Director.

### **TERMS & CONDITIONS:**

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

#### **Article #01: Engagement of Services:**

**Clause # I:** Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Zafar Iqbal** as Procurement and Contract Management Specialist and he has accepted the offer.

**Clause #II:** The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

**Clause # III:** That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) from time to time.

**Clause # IV:** This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.





**Article #02: Commencement of Engagement & Duration:**

**Clause # I:** The term of engagement will commence from 01-04-2021. The term of this contract agreement is for a period up to 31-03-2022 only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

**Clause # II:** In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

**Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:**

**Clause #I: Remuneration:**

- a) A fix monthly package of Rs. 300,000/- (Three Hundred Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.
- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

**Clause # II:** **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

**Clause #III:** **TA/DA:** - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

**Clause IV:** **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.





**Clause V:** **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

**Clause VI:** **Stamp Duty:** The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

#### **Article #04: Termination:**

**Clause # I:** The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

**Clause # II:** If an individual Specialist remains unauthorized absent from duty and fails to intimate/ inform his reporting officer for more than 5 days his contract agreement may be terminated immediately.

**Clause # III:** Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination on immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

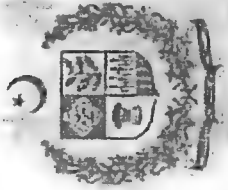
**Clause # IV:** During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

**Clause # V:** Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

**Clause # VI:** The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law.

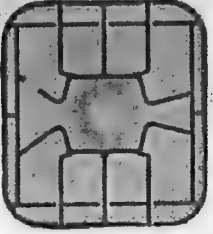




# PAKISTAN National Identity Card

ISLAMIC REPUBLIC OF PAKISTAN

Name  
Zafar Iqbal



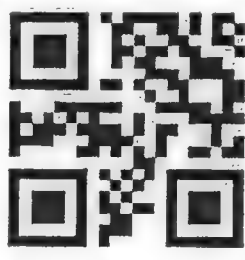
Father Name  
Bashir Ahmed

Gender	Country of Stay
M	Pakistan
Identity Number	Date of Birth
42501-6687396-9	01.01.1986
Date of Issue	Date of Expiry
16.04.2016	16.04.2026

Holder's Signature

مقامی شناختی کارڈ نمبر 42501-6687396-9، محلہ گلشن حدید فیز 2 بن قاسم

تاریخ: 16.04.2016



Uzma Y. Memon

Registrar General of Pakistan

مقامی شناختی کارڈ نمبر 42501-6687396-9، محلہ گلشن حدید فیز 2 بن قاسم

103411109244  
254-86-389241

گمشدہ کارڈ ملنے پر قریبی لیڈ بکس میں ڈال دیں

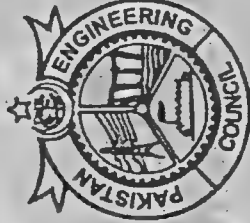




PAKISTAN ENGINEERING COUNCIL

Serial No.  
Form PEC-7

19657



Registration No. CIVIL/28462  
Date of Registration: Feb. 27, 2009



CERTIFICATE OF REGISTRATION

UNDER

PAKISTAN ENGINEERING COUNCIL ACT 1976

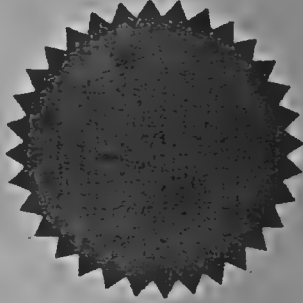
This is to certify that Engr. ZAFAR IQBAL  
son/daughter of BASHIR AHMAD born on Jan. 1, 1986  
resident of B-34 Phase-II Gulshan-e-Hadeed Bin Qasim Karachi-49  
Present postal address -do-  
has been registered as Registered Engineer at Serial No. CIVIL/28462 of  
the Register of Pakistan Engineering Council with following particulars:-

Qualifications:- =B.E. (CIVIL) / 2008-NED-UET, KARACHI=

Professional Affiliation  
with status:

Specialisation/  
Training / Attainments:

Date of Issue  
Feb. 27, 2009



*Zafar Iqbal*

Registrar  
Pakistan Engineering Council  
G-5/2, Islamabad.

Note: This registration certificate is valid until 31st December 2013 unless renewed further.  
This Certificate is the property of the council, returnable on request or de-registration.



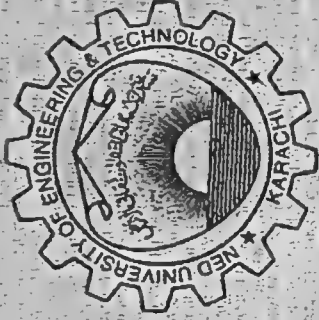


Seat No. 10558

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Enrolment  
No. NED/10553/2004-05

# NED UNIVERSITY OF ENGINEERING & TECHNOLOGY



FACULTY of CIVIL ENGINEERING and ARCHITECTURE

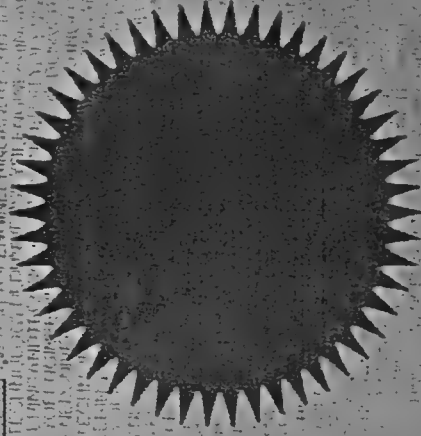
MASTER OF ENGINEERING MANAGEMENT

Whereas ZAFAR IQBAL S/O BASHIR AHMED


has pursued a course of study and satisfied all the conditions prescribed by the University for the Degree of Master of Engineering Management ( CONSTRUCTION ) in the year, 2012

The University hereby confers upon him/her the Degree of Master of Engineering Management ( CONSTRUCTION ) at the Convocation of 2013

  
Registrar



  
Vice-Chancellor

  
Dean

FEBRUARY 28, 2013



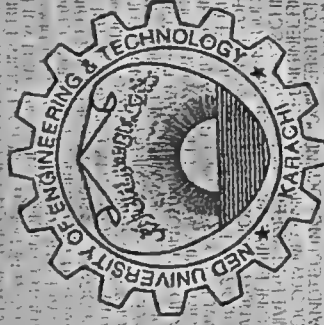
63

Cal No. CE-04142

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Enrollment  
No. NED/1053/2004-05

# NED UNIVERSITY OF ENGINEERING & TECHNOLOGY



## FACULTY of CIVIL ENGINEERING and ARCHITECTURE BACHELOR OF ENGINEERING

Whereas ZAFAR IQBAL/S/O BASHIR AHMED... 2008 having been  
has pursued a course of study prescribed by the University for  
the Degree of Bachelor of Engineering ( CIVIL ) and has  
passed the requisite examination held in the year 2008 having been  
placed in FIRST Division

The University hereby confers upon him/her the Degree of  
Bachelor of Engineering ( CIVIL ) at the Convocation of

*Sauqat*  
Registrar

*Abul Kalam*  
Vice-Chancellor

*[Signature]*  
Dean

FEBRUARY 09, 2009





NED UNIVERSITY OF ENGINEERING & TECHNOLOGY, KARACHI  
OFFICE OF THE CONTROLLER OF EXAMINATIONS  
BACHELOR OF ENGINEERING (CIVIL)  
TRANSCRIPT OF ACADEMIC RECORDS

Serial No of Student: 0400 ZAFAR IQBAL

Father's Name: BASHIR AHMED  
Seat No: CE-04142

Enrollment No: NED/1053/2004-05

Admitted In: JAN 2005  
Graduated In: DEC 2008  
Batch: 2004-2005

ACADEMIC YEAR	COURSE TITLE	THEORY			PRACTICAL			Weighted Marks	RANK IN TOP TEN
		COURSE NO	Hrs/Week	Total Hrs	Marks 100	Hrs/Week	Total Hrs		
I	Engineering Drawing-I	CE-101	2	60	81	1	30	36	NIL
	Engineering Mechanics	CE-102	2	60	73	1	30	40	
	Engineering Surveying-I	CE-103	2	60	70	1	30	35	
	Engineering Materials	CE-104	2	60	80	1	30	43	
	Electrical Engineering	EE-102	2	60	64	1	30	38	Out of 147 Students
	Applied Thermodynamics	ME-105	2	60	64	1	30	34	
	Applied Physics	MS-104	2	60	84	1	30	40	
	Applied Chemistry	MS-106	2	60	67	1	30	28	
	Calculus	MS-107	2	60	49	-	-	-	197.8
	English	HS-101	2	60	57	-	-	-	
	Pakistan Studies	HS-105	2	60	60	-	-	-	
	Surveying-II	CE-201	2	60	68	1	30	42	
	Introduction to Computing	CE-202	2	60	45	1	30	31	Out of 142 Students
	Engineering Drawing-II	CE-203	2	60	63	1	30	40	
	Fluid Mechanics-I	CE-204	2	60	66	1	30	37	
II	Mechanics of Solids-I	CE-205	2	60	61	1	30	40	NIL
	Engineering Geology	CE-206	2	60	65	1	30	34	
	Structural Analysis-I	CE-209	2	60	87	1	30	26	
	Probability & Statistics	MS-211	2	60	69	1	30	49	
	Linear Algebra & Differential Equations	MS-218	2	60	59	-	-	-	293.4
	Islamic Studies	HS-205	2	60	80	-	-	-	
	Engineering Economics	HS-303	2	60	68	-	-	-	
	Mechanics Of Solids-II	CE-301	2	60	48	1	30	40	
	Transportation Engineering-I	CE-302	2	60	62	1	30	41	Out of 135 Students
	Engineering Construction	CE-303	2	60	70	1	30	49	
	Reinforced Concrete Design-I	CE-304	2	60	67	1	30	44	
	Soil Mechanics-I	CE-305	2	60	72	1	30	38	
	Civil Works Quantity and Cost Estimations	CE-307	2	60	60	1	30	40	442
	Fluid Mechanics-II	CE-310	2	60	77	1	30	38	
	Structural Analysis-II	CE-314	2	60	42	-	-	-	
N	Environmental Engineering-I	EN-301	2	60	80	1	30	35	
	Architecture and Town Planning	AR-309	2	60	58	-	-	-	Out of 136 Students
	Business Communication & Ethics	HS-304	2	60	47	-	-	-	
	Steel Structures	CE-401	2	60	78	1	30	43	
	Structural Design & Drawing	CE-402	2	60	64	1	30	48	1042.5 / 1500
	Soil Mechanics-II	CE-403	2	60	66	1	30	42	
	Reinforced Concrete Design-II	CE-405	2	60	62	1	30	39	
	Construction Planning & Management	CE-406	2	60	64	1	30	44	
	Transportation Engineering-II	CE-407	2	60	77	1	30	38	170/200
	Irrigation and Water Resources Engineering	CE-408	2	60	78	1	30	38	
	Civil Engineering Project	CE-409	-	-	-	4	120	170/200	
	Environmental Engineering-II	EN-409	2	60	66	1	30	42	
	Numerical Analysis	EN-410	2	60	71	-	-	-	
		Total Weighted Marks Obtained							

ACADEMIC YEAR: I II III N  
NO. OF ATTEMPTS: 1 1 1 1

DIVISION AWARDED FIRST

Checked by:

Please see Explanatory notes on reverse

Controller of Examinations





Serial No. 2514

NED UNIVERSITY OF ENGINEERING & TECHNOLOGY, KARACHI  
OFFICE OF THE CONTROLLER OF EXAMINATIONS

POST GRADUATE PROGRAMME  
MASTER OF ENGINEERING MANAGEMENT (CIVIL)

IN  
CONSTRUCTION MANAGEMENT  
TRANSCRIPT OF ACADEMIC RECORD

09 JAN 2013

Name : Zafar Iqbal  
Father's Name: Bashir-Ahmed  
Seat No : 10558 Enrolment No. NED/1053/2004-05  
Admitted : JUN 2010  
Degree Status : Complete

Compulsory Courses		
EM-501	EM-502	EM-503 EM-504
EM-505		
Pre-requisite Courses		
NIL		

Semester	Courses		Evening Programme	
	CH	Grade	GP	
FALL 2010	EM-504	Project Management Framework And Tools	3	B- 8.1
	CE-544	Quantitative Tools For Engineering Management	3	B+ 10.2
SPRING 2011	EM-505	Operations Research	3	C- 5.1
	CE-550	Construction Productivity Management	3	B+ 10.2
FALL 2011	CE-596	Public Infrastructure Management	3	B+ 10.2
	EM-503	Strategic Planning And Decision Making	3	A- 11.1
SPRING 2012	EM-502	Accounting And Financial Management	3	B 9
	EM-511	Total Quality Management	3	B+ 10.2
FALL 2012	EM-512	Project Evaluation And Feasibility Analysis	3	A- 11.1
	EM-501	Organizational Systems	3	C- 5.1

Total Credit Hrs: 30 Credit Hrs Availed : 30 CGPA : 3.01

Note:  
# Change of Grade  
## Credit Availed Prior to Admission  
(R) Course Repeated  
☒ Credits not counted  
☒ X Exempted Course  
QB Replaced after better performance

Prepared by :

Checked by :

Controller of Examinations

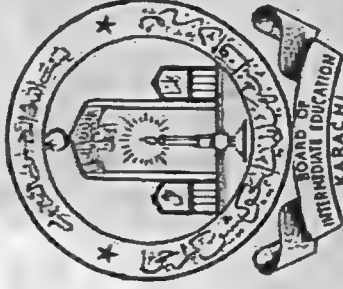




B.S.E B124134

ROLL NO 587810

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ  
بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



## Higher Secondary Certificate 2004

This is to certify that Zafar Iqbal  
Bashir Ahmed  
Son/Daughter of

has successfully completed the HIGHER SECONDARY CERTIFICATE  
EXAMINATION of this Board in Science Group held in  
the month of April 2004 as a Regular/Private Candidate in the  
subjects mentioned below and has been placed in A GRADE  
by securing 84.2 MARKS in the Aggregate of 1100/1200/200.

### (a) Compulsory Subjects:

1. Urdu Normal & II  
Easy I & II / N.M.T. / Sindhi  
History and Culture of Pakistan  
Pakistan Studies (For Foreigners)
2. English Normal / Advance
3. Islamic Education / Ethics (c)
4. Pakistan Studies (c)

Karachi, Pakistan

Dated, the 19th January 2009

(This Certificate is issued without any alteration or erasing.)

### (b) Elective Subjects:

5. Physics
6. Chemistry
7. Mathematics

Hussain

SECRETARY



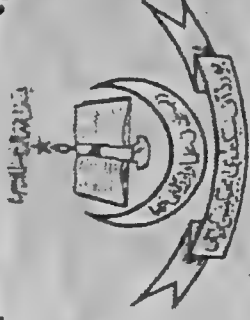
Sl. No. Q

Q1874Z

Board of Secondary Education, Karachi

Roll No.

Z67480



Secondary School Certificate Examination, 2002

SCIENCE GROUP

Certified that

ZAFAR IQBAL

Son/Daughter of BASHIR AHMED

whose date of birth is F I R S T DAY OF JANUARY  
one thousand nine hundred E I G H T Y S I X has duly passed  
the Secondary School Certificate Examination held in the  
month of M A R C H 2002 AS A R E G U L A R Candidate  
in the subjects mentioned below and has been placed in

GRADE A-DNE

He/She obtained 674

Marks.

COMPONENT I

SINDHI SALEES

URDU

ENGLISH

PAKISTAN STUDIES

ISLAMIAT

COMPONENT III

COMPONENT II

MATHEMATICS

COMPUTER STUDIES

PHYSICS

CHEMISTRY

He/She offered XXXXXXXXXX

as Vocational Subject and has been awarded grade XX  
by his/her Institution on the basis of Internal Assessment

DATED 18-02-2004

Note: This certificate is issued without alteration or erasure.  
Please also see on the reverse.

*Shafiullah*

(SHAFIULLAH)

Secretary



Ref: CER/TC-024/10

May 31, 2010

## TO WHOM IT MAY CONCERN

This is to certify that Mr. Zafar Iqbal S/O Bashir Ahmed, Holding C.N.I.C No.42501-6687396-9. He has worked with Technocon since Jan 6, 2009 to May 31, 2010, as a Project Engineer.

During his services he has done following Projects:

- Construction of Adam X-1 Hala E.P.F. A project of PPL.
- Construction of warehouse, boiler room and refurbishment of ground & first floor spaces in existing block Pharmedo Pvt Ltd.
- Construction of Warehouse and Pigeon Block Shield Corporation Ltd.
- Extension of Dike wall and jacking of scrubber foundation Engro Polymer & Chemicals.
- Dense Concreting of MS columns for fire proofing at Engro Polymer & Chemicals

He is an honest, hard working and professionally dedicated. He keeps a good character.

We wish him best of luck for his future endeavors.

Regards,



Twinkle Peter  
For Technocon



**Project Planners & Managers**

<http://www.technocon.com.pk>

Email: [info@technocon.com.pk](mailto:info@technocon.com.pk)



## AAA PARTNERSHIP PVT. LTD.



Dated: March 05, 2013

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Zafar Iqbal s/o Bashir Ahmed was associated with our organization under the capacity of "Project Coordinator" from June, 2010 to Feb, 2013. He was deputed at Bahria Town Icon Project.

His responsibilities included the preparation of tender documents, fee invoices, work orders, monthly progress reports and technical and financial comparative analysis works at site. He was also involved in monitoring and evaluating the progress of ongoing design work, scheduling programmes, arranging official meetings with various stakeholders.

In addition to the above, he also assisted his line manager for the preparation of feasibility reports of Sygenta Pakistan head office relocation project and L'oreal Pakistan building feasibility project.

We have found Mr. Iqbal an honest, disciplined, punctual and a dedicated person and wish him very best in his future endeavors.

Sincerely,



Sarmad Aslam  
Assistant Manager, HR

PROJECT & CONSTRUCTION MANAGEMENT

27-C Sunset Commercial Street No.1 Phase-IV DHA Karachi Pakistan. Tel: (+9221) 3588347-35896418 Fax: (+9221) 35881974  
Email: email@aaaprojects.com Web Site: http://www.aaaprojects.com







Project Director &lt;yellowlinejobs@gmail.com&gt;

**Re: Final Talk with World Bank - Offer Letter**

1 message

Mon, Mai 8, 2021 at 2:36 PM

**Zafar Iqbal** <mrzafar142@hotmail.com>  
To: Project Director <yellowlinejobs@gmail.com>

Dear Sir,

I hope this finds you well. Please allow me to thank you for offering me the role of Procurement and Contract Management Specialist for Karachi Mobility Project vide attached offer letter.

However, I would like to add that the monthly remuneration amount I requested during the interview was PKR 300,000 (Exclusive of all applicable deductions), whereas the attached letter calls it as PKR 300,000 as inclusive of all. It is hereby requested to please reconsider my request. Thank you very much for your offer once again.

Regards,  
Zafar Iqbal

**From:** Project Director <yellowlinejobs@gmail.com>  
**Sent:** Tuesday, February 2, 2021 10:50/AM  
**To:** Malik Zafar Iqbal <mrzafar142@hotmail.com>  
**Subject:** Final Talk with World Bank

Dear Zafar Iqbal,

PLEASE find below the Zoom ID link along with your time slot

KARACHI MOBILITY/PROJECT is inviting you to a scheduled Zoom meeting.

**Topic:** FINAL TALK WITH THE WORLD BANK FOR THE POST OF PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST (SHE&Q), KARACHI MOBILITY PROJECT.

**Time:** Tuesday Feb 02, 2021 between 2:00 – 3:00 PM PST

**Your Time Slot:** 2:00- 3:00 PM PST  
Join Zoom Meeting

<https://us05web.zoom.us/j/84353759348?pwd=Z3VVR2owREtpaWZLUiVFNlU1nSzNldz09>

Meeting ID: 843 5375 9348

Passcode: duWq92

PLEASE BE ON TIME.

<https://mail.google.com/mail/u/1/?ik=02bb44ae41&view=pt&search=all&permthid=lhread-f%3A1693655947966508261&simpl=msg-f%3A1693655947966508261>

SCI2134(134)  
TRANSPORT

(Capital)

## TRANSPORT AND MASS TRANSIT DEPARTMENT

## TRANSPORT AND MASS TRANSIT DEPARTMENT

P./ADP DDO NO.	Functional-Cum-Object Particular Of Scheme	Budget Estimates 2019-2020	Revised Estimates 2019-2020	Budget Estimates 2020-2021
		Rs	Rs	Rs
04	ECONOMIC AFFAIRS			
045	CONSTRUCTION AND TRANSPORT			
0452	ROAD TRANSPORT			
045203	ROAD TRANSPORT			
KQ5079	SECRETARY (TRANSPORT)			
ADP No : 1907				
KQ19200698	Construction of BRT Red Line Karachi ADB Assisted (Total cost Rs. 74679.67 M including ADB Loan Rs 28306.32 M + AHB Rs. 13800 M + AFD Rs. 13800 M + GCF 6762 M + GoS Share Rs. 12008.35	<u>550,000,000</u>		<u>700,000,000</u>
A12470	Others	550,000,000		700,000,000
KQ5079	SECRETARY (TRANSPORT)			
ADP No : 1908				
KQ19200699	Karachi Urban Mobility Project - Yellow Line BRTS (World Bank assisted Project) (Total Cost Rs. 61436.0 M including WB Loan Rs. 53470.1 M + PS Rs. 2715.5 + GoS Share Rs. 5250.0M)	<u>250,000,000</u>		<u>100,000,000</u>
A12470	Others	250,000,000		100,000,000
KQ5079	SECRETARY (TRANSPORT)			
ADP No : 1910				
KQ20210161	Construction of Bus Terminals at Sukkur & Larkano			<u>15,800,000</u>
A12483	Other buildings			15,800,000
KQ5079	SECRETARY (TRANSPORT)			
ADP No : 1911				
KQ20210162	Construction of Bus Shelters in Hyderabad, Sukkur, Larkano & Shalheed Benazirabad			<u>16,150,000</u>
A12403	Other buildings			16,150,000
KQ5079	SECRETARY (TRANSPORT)			
ADP No : 1912				
KQ20210163	Construction of Intra-City Bus Terminal along Super Highway			<u>75,000,000</u>
A12102	Other highways/roads			75,000,000

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Halcrow Pakistan (Pvt) Limited  
43-4-G, Block-6, PECHS, Karachi 75400, Pakistan  
Tel: +92 21 3453 9240, Fax: +92 21 3453 5564  
hpk@halcrowpk.com, www.halcrowpk.com

HPK

December 15, 2020

Our ref: HPK/HR/2020/0709

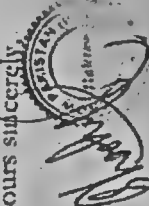
To Whom It May Concern

This is to certify that Mr. Zafar Iqbal s/o Bashir Ahmed was employed with us in our Construction Management & Contracts Team, Buildings & Infrastructure Division in a permanent category from March 01, 2013 till December 15, 2020.

Zafar was working in the capacity of a "Project Engineer". In addition to this, he also worked as a "Contracts Engineer/Manager" for multiple projects including EMAAR Canyon views Islamabad; ABRAAJ Evercare Hospital Project Lahore; ABRAAJ Rome Hospital Karachi; South Asia Pakistan Terminals – Container Yard and Buildings Works Karachi and USAID Architecture & Engineering for Municipal Services Program (MSP) Peshawar Town-1.

His responsibilities included, but not limited to, the contracts preparation; design & project coordination; project management including Contract Administration; preparation of tender and contract documents based on Public Procurement Regulation Authority (PPRA/KEPPRA/SPPRA) rules, FIDIC, Pakistan Engineering Council (PEC), and USAID formats, pre-qualification of firms, tender evaluations, assisting clients in award, pretender cost estimations; and evaluation of variation orders.

In addition to the above, he also assisted his line manager for the preparation, design and resident supervision consultancy proposals. We have found Zafar as honest, disciplined, punctual, and a dedicated person and wish him very best in his future endeavours.

Yours sincerely,  


Syed Kashif Hasan  
Senior Manager, Human Resources



March 12, 2021

Imran Bhatti, Ex. PCS  
Project Director  
Karachi Mobility Project  
YELLOW LINE BRTS

Subject: Sindh Mass Transit Authority (SMTA), Karachi Mobility Project  
Acceptance of Offer of Appointment as Procurement and Contract Management Specialist and  
Request for Completion of Notice Period of Three Weeks with Current Employer

Dear Sir,

I am in receipt of your offer for the position of "Procurement and Contract Management Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA) vide letter reference no. PD/YLC/SMTA/2021/03/105, dated March 08, 2021.

Please consider this letter as formal acceptance of this offer and allow me to thank you for offering this.

However, I would like to add that my job agreement with my current Employer bounds me to complete notice period of three weeks in case of my resignation. It is therefore requested to please allow me to fulfill this contractual obligation. I have informed my Employer about this job opportunity and will formally submitting my resignation. Please note that my expected date of joining at SMTA will be Thursday April 01, 2021.

I am available through phone call, in person if needed during this notice period for any assistance/clarification or documentation required at my end.

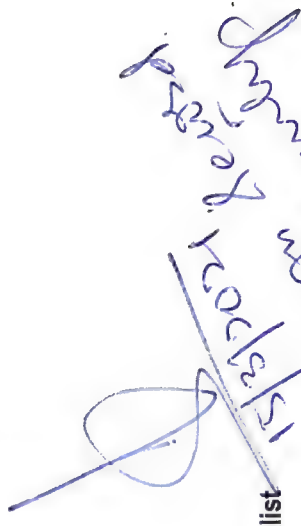
Looking forward to joining your esteemed organization and contribute for this prestigious project.

Sincerely,

  
Zafar Iqbal

Enclosure:

Offer of Appointment as Procurement and Contract Management Specialist

  
15/03/2021  
Zafar Iqbal  
Project Director  
Karachi Mobility Project  
YELLOW LINE BRTS







THE WORLD BANK  
WORLD BANK GROUP

January 20, 2020

Mr. Syed Awais Qadir Shah  
Minister  
Transport & Mass Transit Department  
Government of Sindh  
Karachi

Dear Mr. Shah

Subject: Karachi Mobility Project - Yellow Bus Rapid Transit Corridor -  
Detail Designs Supervision Consultant and Project Management Team

I would like to thank you for the meeting that took place in Karachi on January 16<sup>th</sup> to discuss the launch of the implementation of the Karachi Mobility Project. The Loan Agreement of the Project was signed and became effective on November 26, 2019.

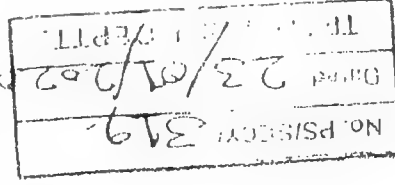
I would like to request your close attention to the following critical issues, so that the project implementation is in line with the project agreement:

- Supervision Consultant Agreement was signed on the Detail Designs and Supervision Consultant Agreement on January 14, 2020.
- Assignment of a Project Director by February 15, 2020 to lead the Project Management Team, please share with us the notification of the Project Director once issued so we take into account the notification of the Project Director in the competitive bids to join the Project Management Team. The Project Director should be a specialist whose jobs' description have been stated in SMDA several months ago. These positions will be funded from SMDA's budget. Please share with us the advertisement of these positions once published.
- Advertisement of engineering and technical staff may be hired as per PC-1 requirement before the start of the project. Please provide consideration the results of the ongoing advertisement of the staff to avoid duplication of hiring.

Once again, I thank you for your commitment to this Project and I look forward to continuing our support to the Government of Sindh in implementing a world class mobility system in Karachi that will be a model for other megacities around the world.

Sincerely,  
Said Dalalah

Said Dalalah  
Specialist Leader Specialist  
Team Leader





implement the Project, rather than setting up an exclusive standalone Project Implementation Unit.

32. Stakeholder consultation and an effective communication strategy will be critical. The Project has carried out extensive consultations with all stakeholders, including KMC, KDA, Transport Ittihad, Korangi Association of Trade and Industry (KATI), local administration, Non-Government Organizations (NGO) and others, and will continue stakeholder engagement throughout Project implementation.

### III. IMPLEMENTATION ARRANGEMENTS

#### A. Institutional and Implementation Arrangements

33. Implementation period of the Project is planned for six and a half (6.5) years (July 2019 to December 2025).
34. The Project's Implementation Arrangements cannot be designed in isolation of the existing institutional arrangements in the urban transport sector. SMTA remains a nascent and understaffed authority, and needs support to be able to plan, design, implement and manage mass transit systems in Karachi and other cities of Sindh. Its org program shows 69 professional positions, of which only 19 have been filled.
35. International experience finds that SMTA should focus on defining a policy for transport integration in Sindh, including regulations, strategic planning, and design of mass transit systems. For this, SMTA shall select staff with the required background who will be further trained to implement these activities throughout the Project lifecycle. SMTA may delegate some of its functions to TransKarachi, especially the management of the operations and maintenance of the mass transit corridors once they are built.
36. Project oversight will be the responsibility of the SMTA Board. A separate Project Steering Committee is not envisaged as all concerned stakeholders are already part of the SMTA Board. The Board may co-opt any person as a Member of the Board for any particular purpose, but such person shall not have right of vote. SMTA and Sindh Transport and Mass Transit department will ensure meetings of SMTA Board are held regularly, at least once a month for the first year of Project implementation.
37. The Project does not envisage a separate standalone Project implementation unit. An internal Project Management Team (PMT) comprising of existing SMTA staff will be notified and will be supported by management and technical consultants as necessary. This arrangement will allow the Project to build SMTA's capacity, which is not possible with a Project Implementation Unit (PIU) model that is normally staffed with individual consultants. The Project Management Team will consist of staff from the Directorates of Planning, Projects, Bus Operations, ITS and Business Development. The Project Director is expected to be notified before no later than one month after Project effectiveness. SMTA has already started the process of hiring key positions including specialists on Environment, Communications and Gender, and Secretary of Board. Moreover, SMTA plans to continue the recruitment process by onboarding social, procurement, financial and contract management specialists. All the above positions will be filled no later than one month after Project effectiveness. Additional engineering and technical staff will be hired as per requirement before commencement of civil works.

38. The Project Management Team will receive support from a dedicated infrastructure Project





Project's objectives; and (b) overall Project performance against Project monitoring indicators. A Mid-Term Review will be undertaken not later than 36 months after Effectiveness to more comprehensively assess implementation progress and set out any measures to ensure continued efficient implementation and the achievement of the PDO by the Project's closing date.

### C. Sustainability

45. The PPP arrangements for the operations and maintenance of the BRT system will ensure sustainability of quality services delivered by private operators. A Concessionaire will be selected through an international competitive bidding process to finance, operate and maintain bus operation and ITS services and to manage the stations along the Yellow Corridor. The World Bank may also offer a credit enhancement to the prospective bidders for the (Operations and Management) O&M contract in the form of a payment (and/or loan) Guarantee, which will lower the risk and widen the competition, thus contributing to the long-term financial sustainability of the system.

46. The Project infrastructure will be disaster and climate resilient. The structures will conform to the relevant codes related to earthquake zoning and will also ensure adequate surface and sub-surface drainage is built into the infrastructure design to cater to any potential flooding. Weather resistant material will be used for the road construction. The paving material will be such that it will withstand extreme weather conditions of heavy rains and high temperatures. The surface material will be specially selected to resist water and prevent it to be washed away. Storm water drainage system will be constructed along the corridor to avoid flooding of the road. The capacity of the drainage system is designed in anticipation with extreme weather conditions predicted under international climate change models for Karachi region to cater for maximum storm water runoff.

47. The proposed Project will focus on climate change adaptation and mitigation measures and other environmental Co-Benefits. It will shift road users from polluting transport modes (e.g. old, poorly maintained buses and motorcycles) to lower carbon modes (e.g. cleaner BRT buses and non-motorized transport) and ensure better traffic flow, and use climate-resistant material for road construction, an appropriate drainage system and incorporate features at Stations to attenuate heat waves. It will also reconstruct the existing Jam Sadiq bridge crossing the Malir river and will construct a new one parallel to it doubling the road link's capacity. Similarly, it will reconstruct the southern side of the Kala-Pull bridge.

48. A storm water drainage system will be constructed for the underpasses. The underpass roads will be sloped to collect water at grates that will lead to the drainage pipe and collection pits. Submersible pumps will be installed at the collection pits to discharge storm water to the nearby storm water drain network. A set of submersible pumps will also be added to serve as backup pumps. The capacity and the number of collection pits and submersible pumps will be computed based on extreme weather conditions predicted under international climate change models for Karachi region. Generators will be installed at each underpass as a power backup for the submersible pumps because of power outage issues during rainy season.

49. The Project is also ensuring institutional sustainability by building capacity within the SMTA. The Project will be implemented through SMTA's staff, rather than setting up a separate Project implementation unit. This will ensure long term ability of SMTA to implement and manage other mass transit Projects in Karachi and other cities in Sindh.





Case: 1:11-cv-00001-UNA Document: 1-1 Filed: 01/24/12 Page: 1 of 1

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRIS)

The Appraisal Bank team carried out the Appraisal mission during the period 2007-2008. The mission was paid for by the World Bank mission that the Government of Sindh had secured to meet the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus

As stated above, the proposed arrangement is proposed by the Vendor Board to get the services of below mentioned Individual Consultants/Staff members and staff may be hired on contractual basis for period of 12 months from 01/01/2019 to 31/12/2019 on performance basis to smoothly

No.	Description of Professional
	General Specialist
	Communication Specialist
	Band Specialist
	General Conversion Specialist
	General Specialist

and the Bank's responsibility for the project. The Bank's responsibility for the project is emphasized on the



GOVERNMENT OF SINDH  
FINANCE DEPARTMENT

HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY  
(PROJECT YELLOW LINE BRTS)

1. The Transport & Transit Department has proposed the hiring of individual consultants on a contract basis for six positions on contractual basis for the implementation of project Yellow Line BRTS.

2. The Transport & Transit Department has not clearly reflected whether these consultants' specialities will be staffed in Sindh Mass Transit Authority's core operating team or will be hired temporarily for implementation of Yellow Line BRTS.

3. The Transport & Transit Department is to say that as per Para-4 of Summary, Sindh Mass Transit Authority will have the services of Individual Consultants/ Consultants' allocation on existing budgetary allocation of Rs.200.00 in the existing budgetary allocation of Rs.200.00.

4. The Honorable Chief Minister Sindh may like to approve para-9 above.

(SYED HASSAN NAQVI)  
SECRETARY FINANCE

CHIEF MINISTER SINDH

CHIEF MINISTER SINDH

Para 9 is approved.

SUMMARY SECTION  
DATE: 28/4/2020  
BY: 178

28/4/2020

RECEIVED IN CS HOUSE  
DATED 29/04/2020

to

(Consultant)

for the implementation of Yellow Line BRTS

28/4/2020

28/4/2020

(1388 X) 28/4/2020  
28/4/2020

178  
28/4/2020

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28/4/2020



...agreed between World Bank and Sindh  
 ...responsibility of SMTA to hire the  
 services of above mentioned Specialists/Consultants at (Annexure-IV)

...Sindh may like to approve para-2/n

*(Signature)*  
 (GHULAM ABBAS DETHO)  
 Secretary to Government of Sindh

5. MINISTRY OF TRANSPORT & MASS COMMUNICATIONS

6. CHAIRMAN, (P&D) BOARD

MINISTRY OF FINANCE DEPT.

SECRETARY

CHIEF MINISTER, SINDH

2/10

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GOVERNMENT OF SINDH  
PLANNING & DEVELOPMENT  
DEPARTMENT

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY  
200.000 YELLOW LINE BRIST

The Government of Sindh has been effective from 26th November, 2019  
Authority has invited for procurement of  
to run the affairs of  
at para-2 of the  
considered for approval.

2  
28/2/220  
(Muhammad Waseem)  
Chairman  
Planning & Development Board

SECRETARY FINANCE

CHIEF SECRETARY SINDH

CHIEF MINISTER SINDH

35 02-03-2020  
STAFF/AD/NO  
PLANNING & DEVELOPMENT DEPARTMENT

19





29

GOVERNMENT OF SINDH  
Karachi Urban Mobility Project  
(YELLOW LINE BRTS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD-YLC/SM/TA/242/2020

Karachi Dated: November 05, 2020

**NOTE FOR THE SECRETARY**  
**TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH**

SUB: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.

Prescribed copy is being accorded by your good office as at paragraph 10 on Yellow Line BRTS, Sindh's Note of even No. dated 27-10-2020 (Annexure-A). A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates, the Bank selected a ready-made PCMS position in addition to the position recommended Mr. Javed Iqbal (candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the Bank's policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment. Accordingly, Miss Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Services, Government of Pakistan, that's why their candidature was not considered by the Bank and they are invited to re-apply for the position (Annexure-B).

2. Furthermore in accordance with the World Bank's virtual supervision mission letter dated 05/10/2020 (Annexure-C) and the agreed action plan, the following positions are proposed for recruitment:



i. Safety, Health Environmental & Quality Specialist.

ii. Gender Specialist.

iii. Social Development Specialist.

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted (Annexure-D).

4. It is further informed that a selection committee is already notified by the SC&A&CD vide notification of even No. dated 24-09-2020 (Annexure-E).

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.

(IMRAN BHATTI)  
PROJECT DIRECTOR  
YELLOW LINE BRTS

6. MANAGING DIRECTOR, SMTA

7. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

M/D  
T/S







**Government of Sindh**  
**Karachi Urban Mobility Project, Yellow Line BRTS**  
**Sindh Mass Transit Authority (SMTA)**

**SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS**

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S. No.	Position	Qualification & Experience
1.	Safety, Health, Environment and Quality (SHE&Q) Specialist	<ul style="list-style-type: none"><li>Minimum Bachelor's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.</li><li>Specialized Training — ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health &amp; Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.</li><li>Active Affiliations — Membership of recognized industry or Professional Organizations.</li><li>At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing, implementing, Training, Monitoring and Evaluating SHE&amp;Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.</li><li>Experience of working Infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.</li></ul> <p>Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.</p> <ul style="list-style-type: none"><li>Specialized Training — Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.</li><li>Active Affiliations — Membership of Recognized Industry or Professional Organizations.</li><li>At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.</li></ul>
2.	Gender Specialist	<p>Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree.</p> <ul style="list-style-type: none"><li>At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settlements would be an advantage.</li><li>Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.</li><li>Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)</li></ul>
3.	Social Development Specialist	<p>A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master's degree in relevant discipline of Engineering or MBAMSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.</p> <ul style="list-style-type: none"><li>At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts</li><li>Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.</li><li>Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations.</li><li>Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.</li></ul>
4.	Procurement/ Contract Management Specialist	

Only shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.

Remuneration would be negotiable commensurate to qualification and experience of the candidate.

Other public sector employees can also apply through proper channel.

Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to yellowlinejobs@gmail.com or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at <https://bit.ly/310eZbB>

Maximum age limit is 50 years.

Daily Dawn Friday, 06 Nov. 2020 Page # 08

*We are equal opportunity employer, women are encouraged to apply.*

**Project Director**  
**Karachi Urban Mobility Project, Yellow Line BRTS**  
**Sindh Mass Transit Authority (SMTA)**  
**Block-2, Clifton, Near Billawal Chowrangli, Karachi**  
**Ph: 021-99332207, Ext-12**

INF-KRY No. 3039/2020





## Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Wed, Dec 16, 2020 at 2:47 PM

Said Dandah <sdandah@worldbank.org>  
To: Project Director <pd.kmp.ylc@gmail.com>  
Cc: Hassan Atzal Zaidi <hazaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Dear Mr. Imran,

Apologies for the delayed response but it is a while to go over all the candidates.

- I would like to confirm that current Domicile should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PRI's staff of other bank's financed projects in Pakistan remains the same. However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them. BUT if selected you still need to get it cleared by us first so we double check their exact status. We don't want them to be pretending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us, we recommend the following candidates to be interviewed.

### 1. Environment Specialist Position

- Syed Jalal Abbas Jafri
- Raheel Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zaeshan Khan Afridi
- Jibril Khalid Khwail – His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

### 2. Social Development Specialist

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

### 3. Gender Specialist Position

- Human Ashar
- Nazia Mir
- Uzma Bano – Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

### 4. Procurement Specialist

- ASAD RASOOL
- Tariq Haque
- Mohsin Islam Khan

We proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer

Best regards

Said

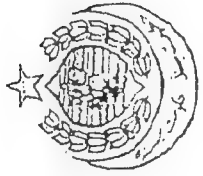
From: Project Director <pd.kmp.ylc@gmail.com>  
Sent: Thursday, November 26, 2020 10:29 AM  
To: Said Dandah <sdandah@worldbank.org>  
Cc: Hassan Atzal Zaidi <hazaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>  
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said

[Quoted text hidden]





GOVERNMENT OF SINDH  
Karachi Urban Mobility Project  
(YELLOW LINE BRTS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE THIRD AND FOURTH MEETINGS FOR HIRING OF  
"SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT -  
YELLOW LINE BRTS IN SMTA.

The third and fourth meetings of Selection Committee for recruitment of specialists on contractual basis for a period of one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) were held on December 29, 2020 at 2:00PM and on January 5, 2021 at 10:00 AM, respectively, in the office of Managing Director, SMTA.

Following officers attend the meetings:

1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the positions of Safety, Health, Environment and Quality Specialist, Social Development Specialist, Gender Specialist, and Procurement/Contract Management Specialist on aforementioned days. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and in the advertisement dated November 6, 2020.

**SAFETY, HEALTH, ENVIRONMENT AND QUALITY SPECIALIST:**

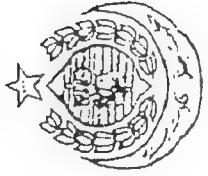
**QUALIFICATION:**

- i. Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.
- ii. Specialized Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.
- iii. Active Affiliations -Membership of recognized Industry or Professional Organizations.

**EXPERIENCE:**

- iv. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- v. Experience of working infrastructure projects (consultancy works / Projects funded by donor agencies shall be preferred).





GOVERNMENT OF SINDH  
Karachi Urban Mobility Project  
(YELLOW LINE BRTS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

SOCIAL DEVELOPMENT SPECIALIST:

**QUALIFICATION:**

- i. Master's degree or equivalent in Social sciences/ development studies or other related fields. University degree in Applied Social Sciences e.g. Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Masters degree.

**EXPERIENCE:**

- ii. At least 10 years of experience in community engagement, planning, implementation and management of resettlement preparation of at least 5 resettlement plans for infrastructure projects. Experience in urban setting would be an advantage.
- iii. Strong knowledge of relevant Federal, Provincial and local Laws, standard regulations and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanism and provisions pertaining to women and vulnerable and marginalized groups.
- iv. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc).

GENDER SPECIALIST:

**QUALIFICATION:**

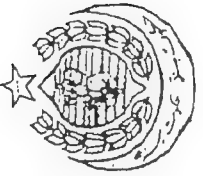
- i. Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- ii. Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- iii. Active Affiliations -Membership of Recognized Industry or Professional Organization.

**EXPERIENCE:**

- iv. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.







PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST:

**QUALIFICATION:**

- i. A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

**EXPERIENCE:**





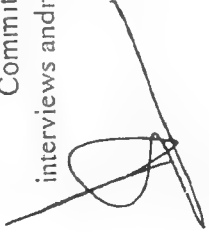
- ii. At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts
- iii. Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- iv. Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations.
- v. Excellent computer skills including MS Office (Word, Excel and PowerPoint). familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Based on the above conditions the committee agreed for the following marking criteria:

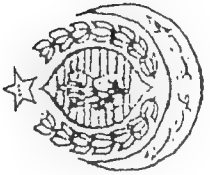
S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
TOTAL		100

As per the list of shortlisted candidates carried out in consultation with the World Bank. Seven (7) candidates for the post of Safety, Health, Environment and Quality Specialist, One (1) candidate for the post of Social Development Specialist, three (3) candidates for the post of Gender Specialist and four (4) candidates for the post of Procurement/Contract Management Specialist were called for interviews. Thirteen (13) candidates appeared before the Committee on ZOOM vide meeting ID NO. 833 3678 7182. One candidate, Zafar Iqbal, for the post of Procurement/Contract Management Specialist, appeared in person before the Committee and one candidate, Tariq Haque, for the post of Procurement/Contract Management Specialist, regretted the interview.

Committee assessed/interviewed the following fourteen candidates on the basis of interviews and marking criteria as mentioned supra as well as negotiated expected remunerations







GOVERNMENT OF SINDH  
Karachi Urban Mobility Project  
(YELLOW LINE BRTS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1.	Jibran Khalid Kidwai	96	280K
2.	Muhammad Ahmed	91	300K
3.	Syed Jalal Abbas Jafri	85	200K
4.	Ume Aiman	80	150K
5.	Raheel Ahmed	78	170K
6.	Zeeshan Khan Afridi	74	200K
7.	Adnan Saleem Khan	69	300K

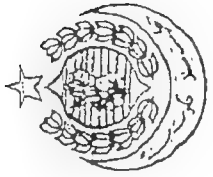
SOCIAL DEVELOPMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1	Amir Hamza	87	350K

GENDER SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1.	Huma Ashar	90	100K +
2.	Uzma Bano	86	370K-400K
3.	Nazia Mir	67	60K-80K

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	Negotiated Remuneration
1	Zafar Iqbal	93	300K
2	Mohsen Islam Khan	89	42000 Per Day
3	Asad Rasool	71	300K


*[Handwritten signatures and marks]*








GOVERNMENT OF SINDH  
Karachi Urban Mobility Project  
(YELLOW LINE BRTS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT


Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommends Mr. Jibran Khalid Kidwai for the position of Safety, Health, Environment and Quality Specialist, Mr. Amir Hamza for the position of Social Development Specialist, Ms. Huma Ashar for the position of Gender Specialist and Mr. Malik Zafar Iqbal for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

  
**DIRECTOR FINANCE**  
PPP Unit,  
Finance Department  
Government of Sindh  
(Member)

  
**ADDITIONAL  
SECRETARY**  
(Services-II) SGA&CD  
Government of Sindh  
(Member)

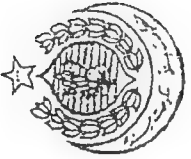
  
**CHIEF CONSULTANT**  
Transport & Mass  
Department  
Government of Sindh  
(Member)

  
**PROJECT DIRECTOR**  
Project Management Team  
BRTs Yellow Line  
(Member / Secretary)

  
**MANAGING DIRECTOR**  
Sindh Mass Transit Authority  
Government of Sindh  
(Chairman)







GOVERNMENT OF SINDH  
Karachi Mobility Project  
(YELLOW LINE BRIS)  
SINDH MASS TRANSIT AUTHORITY  
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY  
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRIS.

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27, 2020, on the above mentioned subject (Annex-A), the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS) was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVs RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Safety, Health, Environment & Quality Specialist	81	07
2	Social Development Specialist	50	01
3	Gender Specialist	27	03
4	Procurement/Contract Management Specialist	101	04
TOTAL		259	15



2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29<sup>th</sup> December 2020 and 5<sup>th</sup> January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, (Annex-B). The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

*The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.*

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

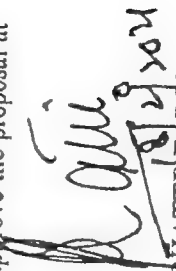
4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

S.No	Name of Candidate	Recommended Remuneration	Discipline
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

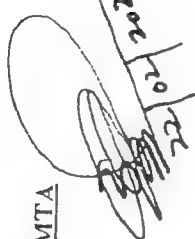


5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.
6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.
7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.

R# 20210222 01YL  
Date: 22.02.2021  
23.02.2021

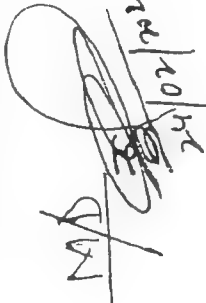
  
(IMRAN BHATTI) Ex.PCS  
PROJECT DIRECTOR  
YELLOW LINE BRTS

8. MANAGING DIRECTOR, SMTA

  
22/02/2021

9. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT

As per paras 4 and 6, approved is  
accorded.

  
24/02/2021

  
23/02/2021

PD Yellow Line



To,

Thursday, April 1, 2021

The Project Director,  
Yellow Line BRTS,  
Sindh Mass Transit Authority,  
Government of Sindh,  
Karachi.

**Sub: JOINING REPORT AS A PROCUREMENT & CONTRACT MANAGEMENT**  
**SPECIALIST.**


Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/03/105 dated March 8, 2021, I the undersigned, do hereby submit my joining report with immediate effect as Procurement & Contract Management with effect from April 1, 2021.

Therefore, kindly consider my joining w.e.f April 1, 2021.

Kind Regards

  
Zafar Iqbal

  
14/4/2021  
Zafar Iqbal  
14/4/2021





To,

Thursday, April 1, 2021

The Project Director,  
Yellow Line BRTS,  
Sindh Mass Transit Authority,  
Government of Sindh,  
Karachi.

Sub: JOINING REPORT AS A PROCUREMENT & CONTRACT MANAGEMENT  
SPECIALIST.

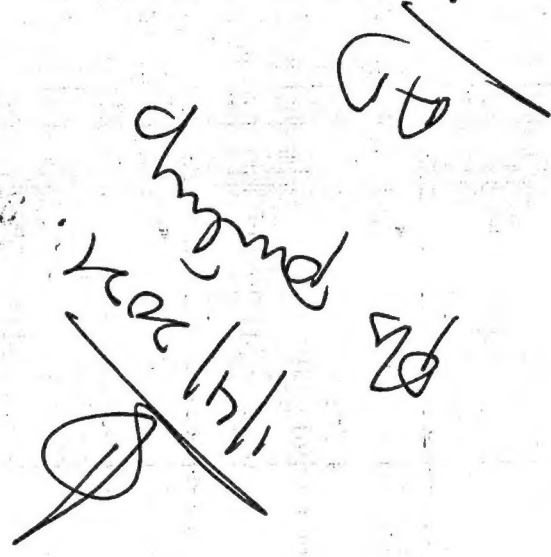
Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/03/105 dated March 8, 2021, I the undersigned, do hereby submit my joining report with immediate effect as Procurement & Contract Management with effect from April 1, 2021.

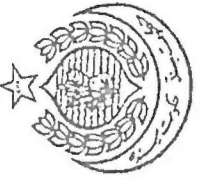
Therefore, kindly consider my joining w.e.f April 1, 2021.

Kind Regards

  
Zafar Iqbal

  
14/4/21





**GOVERNMENT OF SINDH**  
**Karachi Mobility Project**  
**(YELLOW LINE BRTS)**  
**SINDH MASS TRANSIT AUTHORITY**  
**TRANSPORT & MASS TRANSIT DEPARTMENT**

No. PD/YLC/SMTA/2021/83/105

Karachi Dated: March 8<sup>th</sup>, 2021

To,

Zafar Iqbal s/o Bashir Ahmed,  
House No. C-42, Gulshan-e-Hadeed, Phase-II,  
Karachi.

**SUBJECT: OFFER OF APPOINTMENT AS "PROCUREMENT AND CONTRACT MANAGEMENT SPECIALIST" IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY (SMTA).**

With the approval of Competent Authority, you are hereby offered the role of "Procurement and Contract Management Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA) on contract basis for the period of One (01) year (Extendable) with monthly remuneration amounting to Rs. 300,000 (Three Hundred Thousand Rupees) lump sum on the following terms and conditions:-

- i. You will undergo a medical examination (contract basis) and your contract appointment will be subject to the condition that you are declared medically fit by the competent medical authority.
- ii. You will be on Probation for a period of three (03) months with effect from the date of joining, during which your performance will be monitored and evaluated.
- iii. Your services will be purely on contract basis. You will not be entitled to any government benefits like pension, golden handshake, etc.
- iv. Your conduct amounting to malfeasance, misfeasance and nonfeasance shall make your contract liable to termination. Specifically, your performance lapses during the course of contract period, breach of terms and conditions of this contract and general policies and regulations and/or misconduct will render your contract liable to termination, forthwith, without resort to any formal proceedings.
- v. In case of your tendering resignation, you will not leave the charge of your post unless and until your resignation is formally accepted.

- vi. This letter of appointment will accompany, and form part of a set of documents regarding, *inter alia*, contract agreement together with the terms and conditions of your employment and the Project's policy on various matters; which policies may, from time to time, be altered or amended by the SMTA at its discretion.
- vii. In case you are interested to offer your services beyond the completion of instant contract term, you may put a request in writing at least 45 days prior to completion of contract term.
- viii. Failing to join or expressing your interest, the role would be offered to the next evaluated candidate.

2. If you accept the offer on the terms and conditions specified in the contract agreement, you should report for duty to Project Director, Yellow Line BRTS (Karachi Mobility Project) within seven (07) days of the issuance of this offer letter. Failing, which it will be presumed that you are not willing to accept it which will be cancelled without any notice.



(IMRAN BHATTI) E.PCS  
PROJECT DIRECTOR  
Karachi Mobility Project  
YELLOW LINE BRTS

**A copy is forwarded for information to:**

1. The Secretary, Transport & Mass Transit Department, GoS, Karachi
2. The Managing Director, Sindh Mass Transit Authority, GoS, Karachi
3. Master File.